



## Minnesota Judicial Branch Policy

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<b>Policy Source:</b>	Minnesota Judicial Council
<b>Policy Number:</b>	1002
<b>Category:</b>	Statewide Judicial Council Policy Not Enumerated Above
<b>Title:</b>	Racial, Ethnic and Gender Fairness Policy
<b>Effective Date:</b>	June 22, 2006; June 28, 2007; October 21, 2011
<b>Revision Date(s):</b>	June 28, 2007; October 21, 2011
<b>Supersedes:</b>	

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### **I. Policy Statement:**

In support of the fundamental principle of fair and equitable treatment under law, the Minnesota Judicial Branch strives to eliminate from court operations bias that is based on race, gender, ethnicity, age, disability, socioeconomic status, religion, sexual orientation and any other status protected by law.

### **II. Implementation Authority**

Implementation of this policy shall be shared between the State Court Administrator, the chief judges of the judicial districts and the Court of Appeals, and the Chief Justice, in consultation with the Committee for Equality and Justice (CEJ). The State Court Administrator shall assure the collection of race and other pertinent data, provide data analysis assistance, employee training and other relevant support and shall assure that workgroups and committees reporting to the Judicial Council and the State Court Administrator consider the impact of their recommendations on eliminating the forms of bias identified in this policy. Each district shall establish and maintain an Equal Justice Committee to advance this policy through analyzing available data, developing and implementing plans to address identifiable problem areas, undertaking outreach activities with populations affected by bias as identified in this policy, and promoting multicultural understanding and competency among judges and court employees. The District Equal Justice Committees, once established, may come to the Committee for Equality and Justice and/or its subcommittees for advice, counsel, and exchange of ideas.

### **III. Executive Limitations**

Not applicable.